

2005 ARMY ACQUISITION WORKFORCE CONFERENCE



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Transforming the Organizations, Leaders & Workforce of Tomorrow

AAC Transformation Change Leadership Out Briefing

Change Leadership Team #2 - Silver Team

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Team: Silver

Assigned Strategic Objective:

MILDEP's Transformation Focus on Objective for year #2 applied to objective: 33, 12, and 19

Issues discussed

- Expanded CDG Program
- Re-structure 51 inventory for flexibility
- Develop Executive Training Program

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Expanded CDG Program

Issues:	Recommendations:
<ul style="list-style-type: none">• Current CDG graduates may not be utilized to full potential• No program endstate• No path ahead for graduates (perceived or otherwise)	<ul style="list-style-type: none">• Relook program purpose (valid?/needed?/modify?)• Ensure system tracks/monitors CDG graduates• Consider centralized assignment process• Don't tie program participation to PM application process• Make an operational issue (vice tactical)
Strategy/Resource Plan:	Timeline/Deliverables:
<ul style="list-style-type: none">• Validate CDG program purpose• Ensure system supports tracking of graduate• Centralize CDG graduate assignment process (CAPL)• Assign mentors to selectees	<ul style="list-style-type: none">• Validate current program (w/in 4 mos.)• System support (w/in 6 mos.)• Centralize assignments (w/in 1 yr.)• Monitor graduates/lessons learned (performance, etc.) (begin 1 yr. Following graduation)

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Re-structure 51 inventory for flexib

Issues:	Recommendations:
<ul style="list-style-type: none">• Uniformed military personnel now receive baseline education across the AOCs (Area of Concentration) via AABC (Army Acquisition Basic Course) and frequently serve an initial contracting tour.• No equivalent mechanism exists for the	<ul style="list-style-type: none">• All 12 civilian acquisition career fields receive basic contingency contracting training.• Acquisition interns start their career with a six-month MSC or LCMC contracting experience.
Strategy/Resource Plan:	Timeline/Deliverables:
<ul style="list-style-type: none">• civilian work force, thus significantly reducing the pool of available CCOs.• DAU - provide the training/education• G1 - Educate supervisors on training requirements• Sites must be ID'd for on-the-ground training	<ul style="list-style-type: none">• Restructure intern program (6 mos.)• DAU expand training capacity (6 mos.)• MSCs/LCMCs plan to accommodate the expanded contracting resources (4 mos.)

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Develop Executive Training Program

Issues: <ul style="list-style-type: none">• The training program should incorporate lessons learned from LCMC Transformational concept.	Recommendations: <ul style="list-style-type: none">• Target teamwork and collaboration as required skill sets• Move this objective from tactical to operational.
Strategy/Resource Plan: <ul style="list-style-type: none">• Wait for AMC to stabilize organization of LCMCs.	Timeline/Deliverables: <ul style="list-style-type: none">• 6-18 horizon for the LCMC concept to mature.

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Summary of Recommendations for Campaign

- **Each CLT should periodically review issues in order to accommodate personnel change-over.**
- **Initiative proponents should be members of the CLTs and present for all meetings to provide the current state of the issue.**

Questions